

ASHEBORO CITY BOARD OF EDUCATION
March 8, 2012
7:30 p.m.
Asheboro High School
Professional Development Center

***6:00 p.m. – Policy Committee**

***6:45 p.m. – Finance Committee Meeting**

I. Opening

- A. Call to Order
- B. Moment of Silence
- C. Pledge of Allegiance – Asheboro High School ROTC Color Guard
- *D. Approval of Agenda

II. Special Recognition and Presentations

- A. Board Spotlight – Asheboro High School Jazz Band
- B. John Thornburg, Asheboro High School State Wrestling Champion
- C. Healthier US Challenge Award – Charles W. McCrary Elementary School

III. Public Comments

- A. Citizens who signed up to address the Board will be called on to make comments. Each individual speaker will be allowed 3 – 5 minutes for remarks. Issues or concerns involving personnel matters are not appropriate for the public comment setting.

IV. *Consent Agenda

- A. Approval of Minutes – February 9, 2012
- B. Personnel
- C. Asheboro High School Field Trip Request
- D. Surplus Sale List

V. Information, Reports and Recommendations

- A. Policies
 - Policy 4202/5029/7272 – Service Animals in Schools
 - Policy 7335 – Employee Use of Social Media

VI. Action Items

- *A. Policies
 - Policy 3101 – Dual Enrollment
 - Policy 3110 – Innovation in Curriculum and Instruction
 - Policy 7820 – Personnel Files
 - Policy 7930 – Professional Employees: Demotion and Dismissal
 - Policy 7950 – Probationary Teachers: Nonrenewal

VII. Superintendent's Report/Calendar of Events

- A. Calendar of Events
- B. Points of Pride

C. 2011-12 Board Goals/Annual Milestones

VIII. **Board Operations**

A. Important Dates to Remember:

- Randolph County Board of Commissioners Mtg. – March 12, 2012
- Budget Work Session – March 26, 2012
- ACS Digital Learning Expo – April 3, 2012
- NSBA Annual Conference – April 21-23, 2012, Boston, MA

IX. **Adjournment**

Asheboro City Schools' Board of Education meetings are paperless. All information for the board meetings may be viewed at <http://www.asheboro.k12.nc.us> under Board of Education the Friday following the board meeting.

ASHEBORO CITY BOARD OF EDUCATION
March 8, 2012
7:30 p.m.
Asheboro High School
Professional Development Center

Addendum

- I. **Opening**

- IV. ***Consent Agenda**
 - B. Personnel
 - E. PAGE Field Trip Request

- VI. **Action Items**
 - *B. Pre-Kindergarten Resolution

- VIII. **Board Operations**
 - A. Important Dates to Remember:
 - April 19, 2012, Board of Education Meeting

- IX. **Adjournment**

Mission Statement

We are committed to providing quality learning opportunities for all students in a safe and inviting environment so that our students can become successful lifelong learners, prepared for 21st century global citizenship.

March 8, 2012

Board Spotlight:

This evening Asheboro High School is shining the spotlight on their cultural arts program. The AHS Jazz Band will perform, featuring several award winning musicians.

Special Recognition:

John Thornburg – NC Division 3 NC Wrestling Champion
(160 lb. weight class)

Charles W. McCrary School – HealthierUS Challenge
Bronze Award

Minutes of the Asheboro City Board of Education

February 9, 2012

Policy Committee

The Policy Committee convened at 6:00 PM in the Professional Development Center with the following members present:

Chris Yow	Gustavo Agudelo
Archie Priest	Jane Redding

Committee members absent were Steve Jones and Phillip Cheek.

Staff members present were: Dr. Diane Frost, Dr. Tim Allgood, Jennifer Smith, Dr. Hazel Frick, Pam Johnson, and Carla Freemyer.

Mr. Yow called the meeting to order at 6:04 PM and referred to Dr. Frick to begin review of the agenda. Dr. Frick introduced Pam Johnson who summarized new policy number 4202/5029/7272:

- Policy 4202/5029/7272 – Service Animals in Schools
 - New policy recommended by the North Carolina School Boards Association. The policy is based on the legal standards set forth in Individuals with Disabilities Act (IDEA), the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA). The policy describes the requirement to permit the use of service animals on school property for qualified persons including students and employees.

Dr. Frick then introduced Carla Freemyer who presented information on Policy 7335:

- Policy 7335– Employee Use of Social Media
 - New policy to address social media communications involving employees' personal use of social media. Its purpose is to ensure that electronic communication tools incorporated into the school curriculum are used responsibly and safely.

All policies will go to the Board in March for 30-day review.

With no further business, the meeting was adjourned at 6:43 PM.

Finance Committee

The Finance Committee convened at 6:45 p.m. in the Professional Development Center conference room with the following board members present:

Dr. Kelly Harris, Chairman	Archie Priest
Joyce Harrington	Kyle Lamb
Gidget Kidd	Jane Redding

Committee member absent was Linda Cranford.

Staff members present were: Dr. Diane Frost and Harold Blair.

Chairman Harris called the meeting to order and referred to Mr. Blair to begin the meeting. Mr. Blair reviewed the following with committee members: Budget Amendment S-02, Budget Amendment F-03, and an update on the audit. Dr. Frost and Mr. Blair also shared information on projected costs and construction schedule for the ECDC Project.

There being no further business, the meeting adjourned at 7:20 p.m.

Board of Education

Opening

The Asheboro City Board of Education met in regular session at 7:30 p.m. in the Professional Development Center with the following members present:

Jane Redding, Chairman	Steve Jones
Gustavo Agudelo	Gidget Kidd
Kyle Lamb	Linda Cranford
Archie Priest	Dr. Kelly Harris
Joyce Harrington	Chris Yow
Archie Smith, Jr., Attorney	

Board member absent was Phillip Cheek.

Staff members present were Dr. Diane Frost, Jennifer Smith, Harold Blair, Carla Freemyer, Mike Mize, Dr. Brad Rice, Dr. Hazel Frick, Dr. Tim Allgood, Pam Johnson, and Julie Pack.

Chairman Redding called the meeting to order and welcomed all in attendance.

Following a moment of silence led by Chairman Redding, Axel Corrales-Reyes, 5th Grade student at Charles W. McCrary Elementary School, led the pledge of allegiance.

Mr. Lamb made a motion to approve the agenda, seconded by Mr. Priest, and the agenda was unanimously approved by the Board.

Special Recognition and Presentations

The Board of Education's spotlight was Charles W. McCrary Elementary whose presentation focused on a recent field trip by 5th graders who visited the Trinity Center in Salter Path, North Carolina. Speakers were Tracey Foscue, Julie Hatcher, Cindy Cranford, and Steve Watson. Testimonials by students Axel Corrales-Reyes and Daya Woodard demonstrated the impact the trip has made for the students and teachers who participated in the trip. A picture montage was also presented showing the activities of the students on the trip.

Public Comments

Chairman Redding opened the floor to public comments; no one signed up to address the Board.

Upon motion by Ms. Harrington, seconded by Mr. Lamb, the Consent Agenda was unanimously approved by the Board.

Consent Agenda

The following items under the Consent Agenda were approved:

**Approval of Minutes – January 12, 2012, and February 4, 2012*

**Personnel*

RESIGNATIONS/RETIREMENTS/SEPARATIONS

<u>Name</u>	<u>School/Subject</u>	<u>Effective</u>
Fitch, William Kemper	AHS/Principal	6/30/12
Grant, Ann Carol	SAMS/Principal	6/30/12
Matthews, Jessie	DLL/Custodian (P-T)	2/10/12

APPOINTMENTS

<u>Name</u>	<u>School/Subject</u>	<u>Effective</u>
Carter, Kevin	GBT/Head Custodian	1/23/12
Faircloth, Joshua	SAMS/Social Studies	2/15/12
Hammond, Margaret	CO/Lead Teacher-Secondary Science	TBD
Parrish, David	AHS/English	1/23/12
Davis, Linda	AHS/Custodian (P-T)	2/6/12
Davis, Ronald	NAMS/Custodian	2/12/12
Husband, Tiffani	Sub. - \$69.00 per day	1/30/12
King, Jerry	CO/Sub. Bus Drive	1/27/12
Davis, Lois	Sub. - \$90.00 per Day	2/6/12
McIntosh, Cheryl	Sub. - \$90.00 per Day	2/6/12

TRANSERS

<u>Name</u>	<u>School/Subject</u>	<u>Date</u>
Domally, Marc	AHS/English to AHS/Inst. Assistant	1/19/12

**Budget Amendment S-02 (A copy of Budget Amendment S-02 will become a part of these minutes.)*

**Budget Amendment F-03 (A copy of Budget Amendment F-03 will become a part of these minutes)*

Information, Reports and Recommendations

Dr. Frick presented, for 30-day review, the following policies:

- Policy 3101 – Dual Enrollment
- Policy 3110 – Innovation in Curriculum and Instruction
- Policy 7820 – Personnel Files
- Policy 7930 – Professional Employees: Demotion and Dismissal
- Policy 7950 – Probationary Teachers: Nonrenewal

Julie Pack gave a report to the board on Asheboro High School's draft recommendations for Advanced Placement courses. Parents and students who are registered for AP classes Spring 2012 will be asked for their feedback on the recommendations as well.

Action Items

Following a 30-day review, a motion was made by Mr. Yow and seconded by Mr. Lamb, to approve the following board policies:

- Policy 1610/7800 – Professional and Staff Development
- Policy 4050 – Children of Military Families
- Policy 7130 – Licensure

- Policy 7810 – Evaluation of Licensed Employees
 - Policy 7811 – Plans for Growth and Improvement of Licensed Employees
- The motion passed unanimously. (A copy of the policies will become a part of these minutes.)

Mike Mize and Harold Blair provided information on proposals for replacing the wooden structure that was built in 1926 and is currently being used for the Early Childhood Developmental Center. A motion was made by Mr. Jones and seconded by Mr. Lamb to seek funding from the Board of County Commissioners for the revised ECDC construction project. The Board unanimously approved Option 6 as presented with an estimated cost of approximately \$2.7 million. They also approved John Sinnett as the architect for the project. (A copy of the ECDC proposal will become a part of these minutes.)

Superintendent’s Report/Calendar of Events

Carla Freemyer reported on the Calendar of Events noting the following: FAN Workshop, February 13; District Spelling Bee, February 21; Evening of Excellence, and February 28.

Ms. Freemyer reviewed the latest edition of Points of Pride highlighting several student and staff recognitions.

Superintendent Frost reported on three board goals that were celebrated at the Winter Retreat on February 4, 2012. A sheboro City Schools’ dropout rate has decreased from 5.15% in 2009-10 to 2.88% in 2010-11; Asheboro High School’s Fall EOC data shows significant growth from last school year; and benchmark assessments in grades 3-8 show growth as well.

Board Operations

Chairman Redding reminded members of the Board of the following important dates:

- Dr. Frost will be traveling to Houston, TX, on February 15 as a finalist for the National Superintendent of the Year Award
- March 8, 2012, Board of Education Meeting
- NSBA Annual Conference – April 21-23, 2012, Boston, MA

Adjournment

There being no further business, a motion was made by Mr. Lamb, seconded by Dr. Harris, and unanimously approved by the Board, to adjourn at 8:35 p.m.

Chairman

Secretary

**Asheboro City Schools
Personnel Transactions
March 8, 2012**

***A. RESIGNATIONS/RETIREMENTS/SEPARATIONS**

<u>NAME</u>	<u>SCHOOL/SUBJECT</u>	<u>EFFECTIVE</u>
Covey, Walter	DLL/Custodian	4/30/12
Davis, Ronald	NAMS/Custodian	2/15/12

***B. APPOINTMENTS**

<u>NAME</u>	<u>SCHOOL/SUBJECT</u>	<u>EFFECTIVE</u>
Adams, Tammy	AHS/Instructional Assistant	2/15/12
Hayes, Christopher	NAMS/Custodian	2/28/12
Biaggi, Emmi	Substitute - \$69.00 day	3/1/12
Butler, Justin	Substitute - \$69.00 day	1/23/12
Carter, Casey	Substitute - \$69.00 day	3/1/12
Cox, Tonya	Substitute - \$69.00 day	3/1/12
Hill, Lorie	Substitute - \$69.00 day	3/1/12
Hodges, Kristen	Substitute - \$69.00 day	3/1/12
Hunter, Elaina	Substitute - \$69.00 day	3/1/12
Hutchinson, April	Substitute - \$69.00 day	3/1/12
Lawson, Aaron	Substitute - \$69.00 day	3/1/12
Leviner, Kenneth	Substitute - \$90.00 day	3/1/12
O'Boyle, Katherine	Substitute - \$69.00 day	3/1/12
Martinez, Emmanuel	Substitute - \$69.00 day	3/1/12
Minser, Reagan	Substitute - \$69.00 day	3/1/12
Nguyen, Maylin	Substitute - \$69.00 day	3/1/12
Richardson, Gary	Substitute - \$69.00 day	3/1/12
Tankersley, Taylor	Substitute - \$69.00 day	3/1/12
Walton, Annette	Substitute - \$90.00 day	3/1/12
White, Elizabeth	Substitute - \$69.00 day	3/1/12

**Asheboro City Schools
Personnel Transactions
March 8, 2012**

***B. APPOINTMENTS**

<u>NAME</u>	<u>SCHOOL/SUBJECT</u>	<u>EFFECTIVE</u>
Hildreth, Misty	SAMS/Science	4/2/12
Kivett, Roger	DLL/Custodian	3/5/12
Troyer, Thomas	Substitute - \$69.00 per day	3/5/12

**Asheboro City Schools
Certified Appointments
March 8, 2012**

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Hildreth, Misty	North Carolina State University B: Biology	Middle Grades Science Biology

A resident of Troy, Misty Hildreth is recommended to teach science at South Asheboro Middle School. Mrs. Hildreth is a veteran teacher with twelve years of experience in middle and high schools in Randolph and Montgomery counties. Most recently her assignment was as a biology teacher at West Montgomery High School. Mrs. Hildreth is National Board Certified Teacher who is excited about the opportunity to join our school family.

ASHEBORO CITY SCHOOLS
FIELD TRIP / TRANSPORTATION REQUEST
SEND TO TRANSPORTATION SUPERVISOR - CENTRAL OFFICE

Group Making Request: AHS Boys Golf School: Asheboro High

Destination: Myrtle Beach, SC Date of Trip: 4/5-4/7

Number of Students Involved: 10 Percent of Total Group: ~10%

Reasons for Students Not Attending: Not interested in optional field trip

Transportation Method: Activity Bus Bus Charter Private Automobile Other ()

If using a Charter Bus service, state name of Vendor here: N/A

Number of Vehicles Needed (to be secured by the Central Office): 0

Number of Drivers Needed (to be secured by the Central Office): 0

Departure Time: 4/5 6:00a Return Time: 4/7 6:00p Round Trip Miles (estimated): 300

Estimated Cost to the Student: \$350

Purpose(s) of the Field Trip: To compete in a serious, nationally recognized, golf competition; the Palmetto High School Golf Championship.

List below the names of adult chaperones who will be accompanying this group on the field trip. Place an "*" by individuals who are licensed to drive school vehicles and who will be serving in that capacity for you.

Kelly Harris, DiAnn Stark, Graham Helsbeck

If approved, the following procedures must be followed; (1) Written parental permission is required for all field trips. This permission should be acquired using the Asheboro City Schools Parental Field Trip Permission Form; (2) No students can serve as drivers; private vehicles are used as a last resort; and (3) All students in a class or group shall have an opportunity to attend—means will provided for students to participate when necessary.

I certify that all those requirements, in addition to the general guidelines on the back of this form, will be fully met.

Golf - Graham Helsbeck 2-9-2012
Sponsor (Group Responsible for Paying for the Trip) Date

Approved: Kenya Futer 2-8-2012
Principal Date

Approved: _____
Superintendent or Designee Date

Transportation Scheduled: _____
Transportation Supervisor Date

Special Comments/ Response: _____

Asheboro City Schools Discard Items

March 8, 2012

	Item Description	Make	Model	Serial #	FA#
1	First Start in Spanish	National Textbook			
2	Moving Ahead in Spanish	National Textbook			
3	Early Screening Profiles	AGS			
4	Book Shelf Front Display	ABC			
5	Book Shelf Front Display	ABC			
6	Wood Book Case- Spins	Kaplan			
7	Metal Big Book Rack				
8	Box of Children's Books				
9	Box of Books				
10	Baby Phone	Fisher Price			
11	Baby's Piano				
12	4 Shelf Bookcase				
13	Child's Blue Chair				
14	Child's Blue Chair				
15	Child's Blue Chair				
16	Child's Blue Chair				
17	Flannel Board				
18	Blue Metal Rack				
19	Lot of Books (36)				
20	Lot of VHS Movies (44)				
21	Lot of Books (21) Resource Books				
22	Child's Blue Chair				
23	Lot of Books (42)				
24	Lot of VHS Tapes (11)				
25	Lot of Boxed Games (11)				
26	Lot of Games and Puzzles				
27	See & Say	Mattel			
28	Piano w/ Blocks	Mega Blocks			
29	Light Up Block Game	Mega Blocks			

	Item Description	Make	Model	Serial #	FA#
30	Piano w/ Blocks	Mega Blocks			
31	Orange Chair				
32	Large Wood Shelf				
33	Box of Mega Blocks & Lincoln Logs				
34	Talking Beetle				
35	Talking Beetle				
36	Wicker Basket				
37	Sponge Letters & Pictures				
38	Sponge Numbers				
39	Telephone	Bell South			
40	Office Chair				
41	Children's Cassette Tapes(Lot of 38)				
42	Sand & Water Table	Lakeshore			
43	Wood Cabinet				
44	Table w/ Metal Legs				
45	Computer Chair				
46	Flannel Board				
47	PC Track Ball	Crayola			
48	Track ball	Infogrip			
49	Computer Speakers	Boston	BA265		
50	Microphone	Labtec			
51	Computer Microphone				
52	Wood Cubby w/ Wheels				
53	Wood Cubby w/ Wheels				2640
54	Table Legs				
55	Wood Therapy Chair	Theradapt Products			
56	Tray for Therapy Chair				
57	Foam Nursery Dividers 4 Pieces				
58	Nursery Floor Mat	Kaplan			
59	Circle Ball Tub	The Children's Factory			
60	Piece of Gym Mat				
61	Piece of Gym Mat				

	Item Description	Make	Model	Serial #	FA#
62	Box of Wooden Blocks				
63	Box of Wooden Blocks				
64	Wood Cubby w/ Wheels				14965
65	Gym Mat				
66	Metal Folding Chairs(Lot of 145)	American Seating			
67	Cooler w/ Wheels	Coleman			
68	Rolling Ball Rack				
69	Trike	Angeles			
70	Bean Bag Chair				
71	Projector Screen w/ Stand				15061
72	Pack-N-Play Crib	Graco			
73	Child's Pull Toy				
74	Bag of Plastic Blocks	Mega Blocks			
75	Gym Mat 9ft.	Wesco			
76	Shelf Topper				
77	Cubbies				
78	Gym Mat 9 ft.				
79	Gym Mat 12 ft.	UCS			
80	Gym Mat 12 ft.	UCS			
81	Phone Booth				
82	Kitchen Hutch				
83	Green Foam Climb on Mat				
84	Red Foam Square				
85	Green Foam Climb on Mat				
86	Green Foam Slide				
87	3 Piece Foam Stackable				
88	3 Piece Foam Stackable				
89	Carpeted Balance Beam				
90	Hinged Block Cabinet	Kaplan			
91	Wooden File Tray				
92	Office Chair				
93	Office Chair				

	Item Description	Make	Model	Serial #	FA#
94	Office Chair				
95	Office Chair				
96	Office Chair				
97	Child's Desk				
98	Blue Wood Cabinet				
99	Kidney Table				
100	Computer Chair				
101	Tumble Form Turtle	Tumble Form			
102	Tumble Form Grasshopper	Tumble Form			
103	Tumble Form Square-Orange	Tumble Form			
104	Tumble Form - Red	Tumble Form			
105	Wood Shelf				
106	HP Printer- DeskJet	Hewitt Packard	940C		
107	Cart w/ Wheels	Bretford			
108	TV- VCR- Stand			15665	8092
109	DVD Player	Lasonic	DVD1100		
110	Overhead Screen	Knox	100 Series		
111	Map of NC				
112	Heavy Duty Stapler	Swingline			8181
113	Hanging Mirror				
114	Wooden Office Chair				
115	Computer Chair				
116	Wooden Teacher's Desk				
117	Bulletin Board				
118	Electric Stapler	Stanley Bostitch			
119	Rolling Stool				
120	Rolling Stool				
121	Therapy Chair				
122	Checkers Game	Parker Brothers			
123	Cheerios Game	Briar Patch			
124	Double Puzzle Rack				
125	Tray for Therapy Chair				

	Item Description	Make	Model	Serial #	FA#
126	Baby Toy	Fisher Price			
127	Elephant Piano	Shelcore			
128	Computer Speakers	Cambridge			
129	Piano	Little Tikes			
130	Phonics Game w/ cards	Leap Frog			
131	Lacing Cards				
132	Plastic Motorcycle	Step 2			
133	Stop Light Sign				
134	Plastic Motorcycle	Step 2			
135	Wooden Puzzle Box				
136	CD Player/AM-FM/ Radio/ Cassette	School Smart			
137	Child's Yellow Chair				
138	Yield Sign				
139	One Way Sign				
140	Trike w/ Back Seat	Angeles			
141	Trike	Angeles			
142	Easel				
143	Kids Videos Lot of 12				
144	Green Bean Bag Chair				
145	Blue Plastic Chair				
146	Blue Plastic Chair				
147	Overhead Screen	DALite			
148	Baby Crib	Kaplan			
149	Baby Crib	Kaplan			
150	Baby Crib	Kaplan			
151	Baby Crib	Kaplan			
152	Crib Mattress	Dreamland Mattress			
153	Crib Mattress	Colgate Mattress			
154	Crib Mattress	Colgate Mattress			
155	Crib Mattress	Colgate Mattress			
156	Umbrella Stroller	Kolcraft			
157	Table Top Toy	Leap Frog			

	Item Description	Make	Model	Serial #	FA#
158	Record Player	Hamilton Electronics	930	14035	8800
159	Stroller				
160	Pack-n-Play	Graco			
161	Pack-n-Play	Graco			
162	Bag of Plastic Blocks				
163	Bouncy Seat	Bright Stars			
164	Bouncy Seat	Fisher Price			
165	Tummy Time Mat	Tiny Love			
166	Bean Bag Toss Frame				
167	Boppy Infant Pillow	Boppy			
168	Boppy Infant Pillow	Boppy			
169	Tummy Time Mat	Infantino			
170	Tummy Time Mat	Infantino			
171	Room Divider				
172	Crib Mattress	Colgate Mattress			
173	Dry Erase Board				
174	Computer Cart Shelves				
175	Overhead Screen	DALite			
176	Trike w/ Back Seat	Angeles			
177	Wooden Ironing Board				
178	Dry Erase Easel				
179	Toddler Work Bench	Little Tikes			
180	Lion King Toy (Lion)	Disney			
181	Bag of Colored Foam Shapes				
182	Block Matching Game				
183	Baby Doll Cradle				
184	Children's VHS Tapes Lot of 30				
185	Children's VHS Tapes Lot of 13				
186	Keyboard	TechnoBeat			
187	Wooden People				
188	Wooden Train Set				
189	Keyboard & Mouse				

	Item Description	Make	Model	Serial #	FA#
190	Box of Games & Puzzles				
191	Box of Baby Dolls (9)				
192	Cash Register	Learning Resources			
193	Games & Puzzles				
194	Pocket Chart				
195	Box of Wooden Blocks				
196	Dry Erase Boards				
197	Paint Drying Rack				
198	Wood Shelf Unit	Kaplan			
199	Wood Shelf Unit				
200	Table				
201	Wooden Sink Cabinet				
202	Wooden Shelving Unit	Kaplan			
203	Art Easel				
204	Art Easel				
205	Puppet Stand Unit	Jonti Craft			
206	Wooden Shelving Unit	Kaplan			
207	Wooden Shelving Unit	Kaplan			
208	Bean Bag Chair				
209	Shelving Unit				
210	Little People Farm	Fisher Price			
211	Wooden Stove				
212	Wooden Doll House				
213	Wooden Writing Desk Unit	Childcraft			
214	Shelf Topper Wooden				
215	Computer Cart				
216	Room Divider				
217	Foot Stool	Rubbermaid			
218	Foot Stool	Rubbermaid			
219	Foot Stool	Rubbermaid			
220	Fike Cabinet Racks				
221	Paper Shredder	GBC Shredmaster			

	Item Description	Make	Model	Serial #	FA#
222	Picture w/ Flowers				
223	Orange Chair				
224	Hot Plate	Munsey			
225	File Card Box				
226	Wooden Cabinet	ABC			
227	Couch				
228	TV w/ VCR	Magnavox		30248661	7450
229	Kid's Desk				
230	Yellow Wooden Shelf				
231	Wooden Shelving	Kaplan			
232	Wooden Shelving	Kaplan			
233	Lot of Books (55)				
234	Box of Games & Puzzles				
235	Box of PE Equipment				
236	PE Equipment				
237	PE Equipment				
238	Box of Games & Manipulative				
239	PE Equipment				
240	Horse Shoes				
241	TV w/ VCR	Samsung			
242	TV w/ VCR	Zenith		V44432577	8804
243	TV Cart	Bretford			
244	Combination desk (50)				
245	Broken chair				
246	Refrigerator	GE			
247	Wooden toy sink	Kaplan			
248	Wooden toy stove	Kaplan			
249	Monitor	Monitor		Mu17026C0337543	15211
250	DeskJet	HP		SG8901D1W7	12427
251	CPU	Gateway		23809409	15210
252	Keyboard	Gateway		RT3602	
253	Cambridge Sound works	SBS36		SW00361422038708	

	Item Description	Make	Model	Serial #	FA#
254	Toy Grocery Cart				
255	Book rack				
256	small chairs -4				
257	small chairs-2				
258	small blue chair-1				
259	Microwave -1				
260	Puzzle rack -1				
261	Epson Stylus color 777 -1				
262	Hewlett Packard Deskjet-1			ACS00012478	
263	Black Partial Chart Stand-2				
264	White chart stand-1				
265	Wooden bookshelves -5				
266	white book stand -1				
267	vacuum -1				
268	overhead cart -1				
269	overhead cart -1				
270	overhead cart -1				
271	overhead cart -1				
272	overhead projector -1				
273	overhead projector -1				
274	overhead projector -1				
275	overhead projector -1				
276	chart stand black -1				
277	wooden table				
278	Cassette Player	Realistic	14		
279	Cassette Player	Califone			
280	Floor & Carpet Sweeper				
281	Black Shelf				
282	DeskJet				
283	Broken Desk				
284	Table				
285	4- Desk				

	Item Description	Make	Model	Serial #	FA#
286	Metal Cabinet				
287	6 Wooden Tables				
288	12 Science Tables				
289	1 Lot of through the wall AC units				

**ASHEBORO CITY SCHOOLS
FIELD TRIP / TRANSPORTATION REQUEST
SEND TO TRANSPORTATION SUPERVISOR - CENTRAL OFFICE**

Group Making Request: _____ Page of Asheboro _____ School: _____

Destination: Washington, DC Date of Trip: Friday, May 25 - Monday, May 28, 2012

Number of Students Involved: 15 Percent of Total Group: 15/22 = 68%

Reasons for Students Not Attending: none

Transportation Method: Activity Bus Charter Bus Private Automobile Other (_____)

If using a Charter Bus service, state name of Vendor here: Coach America

Number of Vehicles Needed (to be secured by the Central Office): none

Number of Drivers Needed (to be secured by the Central Office): none

Departure Time: 4:30 pm Return Time: 10:30 pm Round Trip Miles (estimated): 667

Estimated Cost to the Student: \$415 (includes transportation, room, and meals during the trip)

Purpose(s) of the Field Trip: Opportunity for interested 8th grade students to experience our nation's history, government, and national treasures firsthand in Washington, DC. Planned tours include the US Capitol, the Library of Congress, Arlington Cemetery, the Smithsonian Air and Space Museum, Memorials on the National Mall, the National Archives, and Mount Vernon. We are also waiting for word on whether or not we will be able to tour the White House. We will be staying at the Hawthorn Suites Alexandria.

List below the names of adult chaperones who will be accompanying this group on the field trip. Place an "*" by individuals who are licensed to drive school vehicles and who will be serving in that capacity for you.

Lowell Pocock, Mary Pocock, Leslie Yow, Ray Crisco, Dallas Crisco (assistant chaperone), Dr. John Redding, Gwen

Clapp

If approved, the following procedures must be followed; (1) Written parental permission is required for all field trips. This permission should be acquired using the Asheboro City Schools Parental Field Trip Permission Form; (2) No students can serve as drivers; private vehicles are used as a last resort; and (3) All students in a class or group shall have an opportunity to attend—means will provided for students to participate when necessary.

I certify that all those requirements, in addition to the general guidelines on the back of this form, will be fully met.

Lowell Pocock (PACIS 8th grade trip co-chair) Feb. 28, 2012
Sponsor Date

Approved: Cardace Call Ann Carol Mt 2/29/2012
Principal Date

Approved: Brad Cris 3/5/12
Superintendent or Designee Date

Transportation Scheduled: _____ Transportation Supervisor _____ Date _____

Special Comments/ Response: _____

Policy 4202/5029/7272: Service Animals in Schools

As recommended to the Board Policy Committee, February 9, 2012

This new policy has been created so that schools may comply with regulations under the Americans with Disabilities Act, effective March 15, 2011, and with federal regulations that require schools to permit the use of service animals by individuals with disabilities (students, teachers, and visitors). The policy provides a definition of service animal along with guidelines as to how the introduction of the animal will take place at the school and how it will be integrated into the educational program so as to minimize unnecessary disruption.

The board will make reasonable accommodations for qualified persons with disabilities in accordance with policy 1730/4022/7231, Nondiscrimination on the Basis of Disabilities, and the requirements of state and federal law. An individual with a disability may be accompanied by his or her service animal on school property unless the animal is properly excluded as set forth in section E of this policy. The superintendent shall establish any necessary administrative regulations for the use of service animals on school property.

A. DEFINITION OF “SERVICE ANIMAL”

A “service animal” for purposes of this policy is any dog that has been individually trained to do work or perform tasks for the benefit of an individual with a disability, including, but not limited to, a physical, sensory, psychiatric, intellectual or other mental disability. The work or tasks performed by a service animal must be directly related to the individual’s disability or necessary to mitigate a disability. Service animals do not include any other species of animal, whether wild or domestic, trained or untrained. Animals whose sole function is to provide emotional support, well-being, comfort, companionship or therapeutic benefits or to act as a crime deterrent are not service animals for the purposes of this policy.

B. USE OF A SERVICE ANIMAL ON SCHOOL PROPERTY BY STUDENTS AND EMPLOYEES

1. Introduction of a Service Animal

School administrators shall facilitate the introduction of an eligible service animal into the school environment. To promote a successful integration of the service animal into the educational program and to minimize unnecessary disruption, an employee or student with a disability who intends to bring a service animal to school during the school day is encouraged to follow these guidelines.

- a. The employee, student or student’s parent should notify the superintendent and the principal of the applicable school in writing at least 10 work days prior to the date proposed to bring the service animal onto school property.
- b. The employee, student or student’s parent should work with school personnel to create a plan addressing the presence of the service animal during the school day. A plan to integrate a service animal into the school environment should include the following:
 - 1) appropriate training for school personnel and students regarding interaction with the service animal;

- 2) any necessary modifications to the educational program so that the employee or student with a disability may be accompanied by the service animal; and
 - 3) address, when necessary, the presence of a handler other than the employee or student with the disability to control or care for the service animal.
- c. The service animal should wear identification to provide adequate notice to students, school personnel and school visitors that the dog is a service animal.
 - d. The service animal should be free of parasites and otherwise in good health.
2. Presence of a Service Animal on School Property

An employee or student with a disability accompanied by a service animal must meet the following requirements for a service animal to be present on school property.

- a. A student or employee who elects to be accompanied by a service animal will be expected to care for and supervise the animal. If a student is not capable of providing adequate care and supervision, the parent will be responsible for providing such care and supervision.
- b. If a student requires assistance from a parent or handler to control and care for the service animal while on school property, that individual must submit to a background screening, which may include a criminal history check in accordance with state law and any procedures established by the superintendent.
- c. The service animal must be on a leash or other mechanical restraint at all times. If mechanical restraint is not feasible due to a student's disability, the animal must be under other sufficient means of control.
- d. The service animal must be housebroken, under the control of its handler, and have received all necessary vaccinations as required by state law. The handler must ensure that the animal is in good health and has been vaccinated against diseases common to that type of animal as recommended by the American Veterinary Medical Association. For example, dogs should have routine maintenance for flea and tick prevention, de-worming, and have annual examinations. In addition, the animal must be spayed or neutered. Dogs must wear a rabies tag. [NC

Rabies Law – N.C. General Statute § 130A-185] If an animal other than a dog is to be used as a service animal, the Superintendent must approve the health requirements regarding that animal.

C. USE OF A SERVICE ANIMAL ON SCHOOL PROPERTY BY SCHOOL VISITORS

A school visitor who is an individual with a disability may be accompanied by a service animal in accordance with all applicable state and federal laws and regulations and with policy 5020, Visitors to the Schools. A service animal that is accompanying a school visitor may be properly excluded from school property for a reason(s) set forth in section E of this policy.

D. LIABILITY

The board may hold the owner or handler of a service animal liable for any property damage caused by the animal to the same extent required by other board policy or administrative rules that impose liability for property damage. In addition, either the owner or handler, or both may be liable for personal injury caused by the animal or related to the presence of the animal on school property.

E. EXCLUSION OF A SERVICE ANIMAL FROM SCHOOL PROPERTY

School personnel shall not ask an individual with a disability about the nature or extent of his or her disability or for proof of a service animal's training as a condition of allowing the animal onto school property. However, when not readily apparent to school personnel, a principal or designee may inquire as to whether the animal is required because of a disability and what work or task the animal has been trained to perform. Such inquiries may be made to confirm that the dog is a service animal and is rightfully present on school property.

A principal or designee may exclude a service animal from school property for the following reasons:

1. The animal poses a direct threat to the health or safety of others that cannot be eliminated by reasonable modifications.
2. The animal is out of control and the animal's handler does not take effective action to control it.
3. The animal is not housebroken.
4. The presence or behavior of the animal fundamentally alters the service, program or activity of the school system.

If a principal or designee excludes a dog or service animal from school property, the principal or designee must document the reasons for the exclusion and notify the superintendent. The superintendent or designee will make a determination on whether a

service animal will be allowed to return to the school and, if reasonably possible, notify the individual with the disability in writing of the decision within five work days of the initial exclusion.

If the superintendent determines that an animal does not meet the definition of a service animal or that a service animal should be excluded for one or more of the reasons described in this section, the student's Section 504 or IEP Team shall meet to consider and document whether the animal's presence is necessary for the child to receive an appropriate education or to have equal access to the educational program and, if not, whether the child needs other aids and services or accommodations.

If a service animal is excluded, an individual with a disability will be provided the opportunity to participate in educational services, programs or activities as required by law without having the service animal on the premises.

F. APPEAL OF AN EXCLUSION OF A SERVICE ANIMAL FROM SCHOOL PROPERTY

The superintendent's decision regarding exclusion of a service animal from school property in accordance with this policy may be appealed consistent with policies 1720/4015/7225, Discrimination, Harassment and Bullying Complaint Procedure, and any other procedure established by the superintendent under policy 1730/4022/7231, Nondiscrimination on the Basis of Disabilities.

Legal References: Americans with Disabilities Act, 42 U.S.C. 12101 *et seq.*, 28 C.F.R. pt. 35; Individuals with Disabilities Education Act, 20 U.S.C. 1400 *et seq.*, Rehabilitation Act of 1973, 29 U.S.C. 705(20), 794, 34 C.F.R. pt. 104; G.S. 130A-185, 168 art. 1, 168A-3 through -7

Cross References: Discrimination, Harassment and Bullying Complaint Procedure (policy 1720/4015/7225), Nondiscrimination on the Basis of Disabilities (policy 1730/4022/7231), Visitors to the Schools (policy 5020)

Adopted:

Policy 7335: Employee Use of Social Media

As recommended to the Board Policy Committee, February 9, 2012

This policy primarily addresses two issues: 1. employee communications with students via social networks such as Facebook, and 2. employee personal use of social media. The policy requires that all electronic communication to students be school-related and accomplished through school-controlled resources. Employees are prohibited from knowingly communicating with students through a personal social network page. Personal use of social media must be conducted in a manner consistent with the professional standards expected of employees and may not be conducted during instructional time or with school resources.

The board recognizes the importance of incorporating current technology tools, including new methods of electronic communication, into the classroom to enhance student learning. It further recognizes the importance of employees, students and parents engaging, learning, collaborating and sharing in digital environments as part of 21st century learning. The board strives to ensure that electronic communication tools incorporated into the school curriculum are used responsibly and safely. As practicable, the board will provide access to secure social media tools and board approved technologies for use during instructional time and for school-sponsored activities in accordance with policy 3225/4312/7320, Technology Acceptable Use.

The board acknowledges that school employees may engage in the use of social media during their personal time. School employees who use social media for personal purposes must be mindful that they are responsible for their public conduct even when not acting in their capacities as school system employees. All school employees, including student teachers and independent contractors shall comply with the requirements of this policy when using electronic social media for personal purposes.

For the purposes of this policy, “social media” includes, but is not limited to: personal websites, web logs (blogs), wikis, social network sites, online forums, virtual worlds, video-sharing websites and any other social media generally available to the public or consumers that does not fall within the board’s technologies network (e.g., Web 2.0 tools, MySpace, Facebook, Twitter, LinkedIn, Flickr, YouTube).

A. SOCIAL MEDIA COMMUNICATIONS INVOLVING STUDENTS

Employees are to maintain professional relationships with students at all times in accordance with policies 4040/7310, Staff-Student Relations, and 7300, Staff Responsibilities. All electronic communications with students who are currently enrolled in the school system must be school-related and within the scope of the employees’ professional responsibilities, unless otherwise authorized by this policy. School personnel may use only school-controlled technological resources and social media tools to communicate directly with students or to comment on student matters through use of the Internet. An employee seeking to establish a social networking website for school-related purposes must have prior written approval from the superintendent or designee and principal and meet the requirements of policies 3227/7322, Web Page Development, and 3225/4312/7320, Technology Acceptable Use.

The use of electronic media for communicating with students and parents is an extension of the employee’s workplace responsibilities. Accordingly, the board expects employees to use professional judgment when using social media or other electronic communications.

Employees are prohibited from knowingly communicating with current students through a personal social network page. An internet posting on a personal social media website

intended for a particular student will be considered a form of direct communication with that student in violation of this policy. However, an employee may communicate with a student using personal social media networks to the extent the employee and student have a family relationship or other type of appropriate relationship which originated outside of the school setting. For example, an employee may have a relationship with a niece or nephew, a student who is the child of an adult friend, a student who is a friend of the employee's child, or a member or participant in the same civic, social, recreational, sport or religious organization.

B. EMPLOYEE PERSONAL USE OF SOCIAL MEDIA

The board respects the right of employees to use social media as a medium of self-expression on their personal time. As role models for the school system's students, however, employees are responsible for their public conduct even when they are not performing their job duties as employees of the school system. Employees will be held to the same professional standards in their public use of social media and other electronic communications as they are for any other public conduct. Further, school employees remain subject to applicable state and federal laws, board policies, administrative regulations and the Code of Ethics for North Carolina Educators, even if communicating with others concerning personal and private matters. If an employee's use of social media interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

Employees are responsible for the content on their social media sites, including content added by the employee, the employee's friends or members of the public who can access the employee's site, and for Web links on the employee's site. Employees shall take reasonable precautions, such as using available security settings, to restrict students from viewing their personal information on social media websites and to prevent students from accessing materials that are not age-appropriate.

School employees are prohibited from accessing social networking websites for personal use during instructional time or with school system technological resources.

C. POSTING TO SOCIAL MEDIA SITES

Employees who use social media for personal purposes must be aware that the content they post may be viewed by anyone, including students, parents and community members. Employees shall observe the following principles when communicating through social networking sites:

1. Employees shall not post confidential information about students, employees or school system business.
2. Employees shall not list current students as "friends" on social networking sites.

3. Employees shall not knowingly allow students access to their personal social networking sites that discuss or portray sex, nudity, alcohol or drug use or other behaviors associated with the employees' private lives that would be inappropriate to discuss with a student at school.
4. Employees may not knowingly grant students access to any portions of their personal social networking sites that are not accessible to the general public.
5. Employees shall be professional in all internet postings related to or referencing the school system, students and other employees.
6. Employees shall not use profane, pornographic, obscene, indecent, lewd, vulgar or sexually offensive language, pictures or graphics or other communication that could reasonably be anticipated to cause a substantial disruption to the school environment.
7. Employees shall not use the school system's logo or other copyrighted material of the system without express, written consent from the board.
8. Employees shall not post identifiable images of a student or student's family without permission from the student and the student's parent or legal guardian.
9. Employees shall not use internet postings to libel or defame the board, individual board members, students or other school employees.
10. Employees shall not use internet postings to harass, bully or intimidate other employees or students in violation of policy 1710/4021/7230, Prohibition Against Discrimination, Harassment and Bullying, or state and federal laws.
11. Employees shall not post inappropriate content that negatively impacts their ability to perform their jobs.
12. Employees shall not use internet postings to engage in any other conduct that violates board policy and administrative procedures or state and federal laws.

D. CONSEQUENCES

School system personnel shall monitor online activities of employees who access the Internet using school technological resources. Additionally, the superintendent or designee may periodically conduct public internet searches to determine if an employee has engaged in conduct that violates this policy. Any employee who has been found by the superintendent to have violated this policy may be subject to disciplinary action, up to and including dismissal.

The superintendent shall establish and communicate to employees guidelines that are consistent with this policy.

Legal References: U.S. Const. amend. I; Children's Internet Protection Act, 47 U.S.C. 254(h)(5); Electronic Communications Privacy Act, 18 U.S.C. 2510-2522; Family Educational Rights and Privacy Act, 20 U.S.C. 1232g; 17 U.S.C. 101 *et seq.*; 20 U.S.C. 6777; G.S. 115C-325(e); 16 N.C.A.C. 6C .0601, .0602; State Board of Education Policy TCP-C-014

Cross References: Prohibition Against Discrimination, Harassment and Bullying (policy 1710/4021/7230), Technology in the Educational Program (policy 3220), Technology Acceptable Use (policy 3225/4312/7320), Web Page Development (policy 3227/7322), Copyright Compliance (policy 3230/7330), Staff-Student Relations (policy 4040/7310), Staff Responsibilities (policy 7300)

Adopted:

Policy 3101: Dual Enrollment

As recommended to the Board Policy Committee, January 12, 2012

The title of this policy has changed from “Concurrent Enrollment and Other Curriculum Expansions” to “Dual Enrollment.” The language of the policy that was previously used to indicate various types of dual enrollment has been changed to the “Career and College Program.” Additionally, the policy retains the option for students who self-enroll in a college course to request high school credit for that work.

DUAL ENROLLMENT CONCURRENT ENROLLMENT AND OTHER CURRICULUM EXPANSIONS

Policy Code: **3101**

In its effort to provide a rigorous expanded curriculum that will adequately prepare students for future educational and workplace endeavors, the board will support high school students who also wish to enroll in classes taught by a college, university, community college or other approved entity in accordance with the requirements of this policy, state law and State Board of Education policy.

A. CAREER AND COLLEGE PROMISE

The Career and College Promise program is designed to offer qualified high school students structured dual enrollment opportunities that provide both entry-level job skills as well as pathways leading to a certificate, diploma or degree.

The board, in collaboration with local community colleges, may provide for dual enrollment of a qualified junior or senior high school student in community college courses through (1) a Career and Technical Education Pathway leading to a certificate or diploma aligned with one or more high school Tech Prep Career Clusters or (2) a College Transfer Pathway leading to a college transfer certificate requiring the successful completion of 30 semester hours of transfer courses.

The board may also partner with institutions of higher education to establish cooperative innovative high school programs that enable a student to concurrently obtain a high school diploma and (1) begin or complete an associate degree program, (2) master a certificate or vocational program or (3) earn up to two years of college credit within five years. Students are eligible for these programs beginning in ninth grade.

The superintendent shall develop procedures consistent with this policy, state law and State Board policies.

B. OTHER COLLEGE COURSES

The superintendent shall develop procedures and requirements for awarding high school credit toward graduation upon request to students who self-enroll in courses taught by a college, university, community college or other approved entity. Credit toward graduation will be granted only for courses that are consistent with the policies and standards of the school system and State Board requirements, including the requirements of State Board of Education Policy GCS-M-001, which defines "Course for Credit." The principal must approve the course in advance. Prior to granting approval, the principal shall determine whether the course is eligible for credit toward graduation in accordance with the procedures and requirements developed by the superintendent.

The parent or guardian of the student must give permission for the student to take the

course, and the student must complete any forms required by the school system. Enrollment of a student in a course is the responsibility of the student and the student's parent or guardian. Unless otherwise provided, all special fees and charges and any special transportation needs are the responsibility of the student and the student's parent or guardian.

For a student to receive credit toward high school graduation, the school at which the course is offered must provide such essential information as is generally included in official transcripts of school records. This information must include: (1) a description of the content and subject matter covered by the course; (2) the number of clock hours of instruction in the course; and (3) the student's achievement or performance level in the course. In addition, a syllabus that includes course goals, course objectives, course activities and grade requirements must be provided.

The student also must meet any other requirements established by the superintendent.

Legal References: G.S. 115C art. 16 pt. 9; 115C-36, -47, -81; 115D-5(b), -20(4); S.L. 2011-145 sec. 7.1A(a), 7.1A(b), 7.1A(c), 7.1A(k); State Board of Education Policies GCS-L-004, GCS-M-001

Cross References: Curriculum Development (policy 3100)

Adopted:

Policy 3110: Innovation in Curriculum and Instruction

As recommended to the Board Policy Committee, January 12, 2012

As noted in existing policy, administrators are encouraged to pursue innovative programs and to take advantage of community resources to enhance the learning process. One update has been made to this policy that adds requirements for high school-to-work partnerships.

INNOVATION IN CURRICULUM AND INSTRUCTION

Policy Code: 3110

The board welcomes new and innovative ideas in curriculum as additional avenues to achieve the goals and objectives of the educational program. Administrators are encouraged to pursue innovative programs and to take advantage of community resources in order to enhance and enrich the learning process. In addition, the board believes that parental involvement is vital to the development and implementation of new programs and encourages administrators to involve parents in plans for innovative projects.

The board encourages school administrators to use community resources, including businesses that can effectively contribute to the advancement of educational goals. Resource persons in the community may be used in the classroom to help with teaching the prescribed curriculum. High school administrators are encouraged to partner with local businesses to facilitate high school-to-work partnerships for students who have indicated that they are unlikely to seek higher education. The board encourages local businesses to work with high school administrators to create opportunities for students to complete job shadows, internships or apprenticeships. The career and technical education administrator shall designate a career development coordinator at the high school to be the contact person for local businesses.

Other innovative pilot programs may be initiated by the administrators of any school with the approval of the board. Such programs should be included in the proposed school improvement plan. If the program will modify the curriculum, the proposal should first be submitted to the ~~curriculum committee~~ superintendent or designee in accordance with policy 3100, Curriculum Development. If a school improvement plan is already in effect, school administrators may submit a modified plan for board approval. Board approval is required before implementation may take place.

All pilot projects and educational programs must comply with state and federal laws and regulations. Parents and guardians of children in applicable federally funded programs have the right to inspect all instructional materials used in connection with such programs.

The superintendent shall develop administrative regulations, as necessary, to implement this policy.

Legal References: 20 U.S.C. 1232h; G.S. 115C art. 16; 115C-36, -47

Cross References: Goals and Objectives of the Educational Program (policy 3000), Curriculum Development (policy 3100), School Improvement Plan (policy 3430)

Adopted:

Policy 7820: Personnel Files

As recommended to the Board Policy Committee, January 12, 2012

As noted in this policy, personnel files will be maintained in the personnel office for all employees as provided by law. The superintendent and other supervisors will ensure that all appropriate employment-related information is placed in the files. Employees are ensured procedural protections as provided by law. Additions made to this policy include the following: electronic records as a form of record keeping, an addition to the records maintained, and other legal updates.

Personnel files, which may consist of paper or electronic records, will be maintained in the personnel office for all employees as provided by law. The superintendent and all supervisors are directed to ensure that all appropriate employment-related information is submitted to the files. Employees will be provided with all procedural protections as provided by law.

The superintendent has overall responsibility for granting or denying access to personnel records consistent with this policy.

A. RECORDS MAINTAINED

The following records must be maintained in the personnel file:

1. evaluation reports made by the administration;
2. commendations for and complaints against the employee (see Section C);
3. written suggestions for corrections and improvements made by the administration;
4. certificates;
5. employee's standard test scores;
6. employee's academic records;
7. application forms;
8. any request to the State Board of Education to revoke the employee's teaching license; and
9. other pertinent records or reports.

B. CERTAIN EMPLOYEE RECORDS MAINTAINED SEPARATELY

The following employee information must be kept separate from the employee's general personnel information, in accordance with legal and/or board requirements:

1. Pre-Employment Information

Letters of reference about an employee obtained before his or her employment and, for teachers, any other pre-employment information collected, must be filed separately from the employee's general personnel information and must not be made available to the employee.

2. Criminal Record Check

Data from a criminal history check must be maintained in a locked, secure location separate from the employee's personnel file. The superintendent shall designate which school officials have a need to know the results of the criminal history check. Only those officials so designated may obtain access to the records.

3. Medical Information

Employee medical information, including the following, must be kept in a separate confidential file and may be subject to special disclosure rules:

- a. health certificates (see policy 7120, Employee Health Certificate);
- b. drug test results, except that drug use or alcohol use contrary to board policy or law also may be documented in the employee's personnel file (see policy 7241, Drug and Alcohol Testing of Commercial Motor Vehicle Operators);
- c. information related to an employee's communicable disease/condition or possible occupational exposure to bloodborne pathogens (see policies 7260, Occupational Exposure to Bloodborne Pathogens, and 7262, Communicable Diseases – Employees);
- d. medical information related to leave under the Family and Medical Leave Act (see policy 7520, Family and Medical Leave); and
- e. genetic information, as defined by the Genetic Information Nondiscrimination Act of 2008.

4. Complaints/Reports of Harassment or Discrimination

The superintendent or designee shall maintain records of all reports and complaints of harassment and discrimination and the resolution of such complaints. Allegations of harassment or discrimination must be kept confidential to the extent possible. Employees involved in the allegations will be identified only to individuals who need the information to investigate or resolve the matter or to ensure that due process is provided to the accused employee (see policies 1710/4021/7230, Prohibition Against Discrimination, Harassment and Bullying, and 1720/4015/7225, Discrimination, Harassment and Bullying Complaint Procedure).

If the allegations are substantiated through investigation, the superintendent or designee shall ensure that the provisions of Section C, below, are followed to the extent that they do not conflict with the rights of any individual.

C. PLACEMENT OF RECORDS IN PERSONNEL FILE

All evaluations, commendations, complaints or suggestions for correction or improvement must be placed in the employee's central office personnel file after the following requirements are met:

1. the comment is signed and dated by the person who made the evaluation, commendation, complaint or suggestion;
2. if the comment is a complaint, the employee's supervisor has attempted to resolve the issue raised therein, and documentation of such efforts is attached with the supervisor's recommendation to the superintendent as to whether the complaint contains any invalid, irrelevant, outdated or false information; and
3. the employee has received a copy of the evaluation, commendation, complaint or suggestion five days before it is placed in the file.

All written complaints that are signed and dated must be submitted regardless of whether the supervisor considers the complaint to be resolved.

The supervisor is expected to use good judgment in determining when a document should be submitted to the file immediately and when a delay is justified, such as when there exists a plan of improvement that is frequently revised. However, all evaluations, commendations, complaints or suggestions for correction or improvement should be submitted by the end of the school year or in time to be considered in an evaluation process, whichever is sooner. The supervisor or principal should seek clarification from the associate superintendent of human resources as necessary to comply with this policy.

The employee may offer a denial or explanation of the evaluation, commendation, complaint or suggestion, and any such denial or explanation will become part of his or her personnel file, provided that it is signed and dated.

The superintendent may exercise statutory authority not to place in an employee's file a letter of complaint that contains invalid, irrelevant, outdated or false information, or a letter of complaint when there is no documentation of an attempt to resolve the issue.

As provided in policy 7900, Resignation, if a career employee who has been recommended for dismissal under G.S. 115C -325(e)(1) resigns without the written consent of the superintendent, then: (1) the superintendent shall report the matter to the State Board of Education; (2) the employee shall be deemed to have consented to the placement of the written notice of the superintendent's intention to recommend dismissal in the employee's personnel file; and (3) the employee shall be deemed to have consented to the release to prospective employers, upon request, of the fact that the superintendent has reported this employee to the State Board of Education. For purposes of this provision, "career employee" means (1) a teacher or an administrator with career status,

or (2) an administrator or a probationary teacher during the term of his or her contract.

D. ACCESS TO PERSONNEL FILE

1. Every employee has the right to inspect his or her personnel file, including any portions of the file maintained in electronic format only, during regular working hours, provided that three days' notice is given to the personnel office.
2. The following persons may be permitted to access a personnel file without the consent of the employee about whom the file is maintained:
 - a. school officials involved in the screening, selection or evaluation of the individual for employment or other personnel action;
 - b. members of the board of education, if the examination of the file relates to the duties and responsibilities of the board member;
 - c. the board attorney;
 - d. the superintendent and other supervisory personnel;
 - e. the hearing officer in a demotion or dismissal procedure regarding the employee; and
 - f. law enforcement and the District Attorney to assist in the investigation of a report made to law enforcement pursuant to G.S. 115C-288(g) or regarding an arson; an attempted arson; or the destruction of, theft from, theft of, embezzlement from or embezzlement of any personal or real property owned by the board. Five days' written notice will be given to the employee prior to such disclosure.
3. No other person may have access to a personnel file except under the following circumstances:
 - a. when an employee gives written consent to the release of his or her records, which specifies the records to be released and to whom they are to be released;
 - b. pursuant to a subpoena or court order; or
 - c. when the board has determined and the superintendent has documented that the release or inspection of information is essential to maintaining the integrity of the board or the quality of services provided by the board.
4. Each request for consent to release records must be handled separately.

5. It is a criminal violation for an employee or board member to do either of the following:
 - a. knowingly, willfully and with malice permit any unauthorized person to have access to information contained in a personnel file; or
 - b. knowingly and willfully examine, remove or copy a personnel file that he or she is not specifically authorized to access pursuant to G.S. 115C-321.

E. INFORMATION AVAILABLE TO PARENTS OF STUDENTS ATTENDING TITLE I SCHOOLS

The following information about a student's teacher(s) or paraprofessional(s) providing services to a student must be provided upon request to the parent of a student attending a Title I school:

1. whether the teacher has met North Carolina qualification and licensing criteria for the grade level(s) and subject area(s) in which the teacher provides instruction;
2. the teacher's baccalaureate degree major and any post-graduate certification or degree held;
3. whether the teacher is teaching under emergency or other provisional status through which North Carolina qualification or licensing criteria have been waived; and
4. the qualifications of any paraprofessional providing services to the student.

F. PUBLIC INFORMATION

1. The following information contained in an employee's personnel file must be open to inspection upon request by members of the general public:
 - a. name;
 - b. age;
 - c. the date of original employment or appointment;
 - d. the terms of any past or current contract by which the employee is employed, whether written or oral, to the extent that the board has the written contract or a record of the oral contract in its possession;
 - e. current position;
 - f. title;

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- g. current salary (includes pay, benefits, incentives, bonuses, deferred compensation and all other forms of compensation paid to the employee);
 - h. the date and amount of each increase or decrease in salary with the board;
 - i. the date and type of each promotion, demotion, transfer, suspension, separation or other change in position classification with the board;
 - j. the date and general description of the reasons for each promotion with the board;
 - k. the date and type of each dismissal, suspension or demotion for disciplinary reasons taken by the board, and if the disciplinary action was a dismissal, a copy of the written notice of the final decision of the board setting forth the specific acts or omissions that are the basis of the dismissal; and
 - l. the office or station to which the employee is currently assigned.
 2. The name of a participant in the North Carolina Address Confidentiality Program is not a public record, is not open to inspection, and must be redacted from any records released.
 3. Volunteer records are not considered public records.
 4. Unless an employee submits a written objection to the personnel office, the board also may make the following information available about each employee as part of an employee directory:
 - a. address;
 - b. telephone number;
 - c. photograph;
 - d. participation in officially recognized activities and sports; and
 - e. degrees and awards received.
 5. Employees will be notified of their right to object before any such directory is compiled or revised.
 6. Under no circumstances will the following be released pursuant to a public records request or as part of an employee directory:
 - a. personal identifying information, as defined in policy 4705/7825,

Confidentiality of Personal Identifying Information; or

- b. the name, address or telephone number of a participant in the North Carolina Address Confidentiality Program.

G. REMOVAL OF RECORDS

An employee may petition the board to remove any information from his or her personnel file that the employee deems invalid, irrelevant or outdated.

Legal References: Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. 2000ff *et seq.*; No Child Left Behind Act of 2001, 20 U.S.C. 6311(h)(6); G.S. 114-19.2; 115C-36, -47(18), -209.1, -288(g), -319 to -321, -325(b) and (o); 16 N.C.A.C. 6C .0313

Cross References: Prohibition Against Discrimination, Harassment and Bullying (policy 1710/4021/7230), Discrimination, Harassment and Bullying Complaint Procedure (policy 1720/4015/7225), Confidential Information (policy 2125/7315), North Carolina Address Confidentiality Program (policy 4250/5075/7316), Confidentiality of Personal Identifying Information (policy 4705/7825), Public Records – Retention, Release and Disposition (policy 5070/7350), Employee Health Certificate (policy 7120), Drug and Alcohol Testing of Commercial Motor Vehicle Operators (policy 7241), Occupational Exposure to Bloodborne Pathogens (policy 7260), Communicable Diseases – Employees (policy 7262), Family and Medical Leave (policy 7520), Petition for Removal of Personnel Records (policy 7821), Resignation (policy 7900)

Adopted:

Policy 7930: Professional Employees: Demotion and Dismissal

As recommended to the Board Policy Committee, January 12, 2012

This policy emphasizes the importance of an effective professional staff that enables students to be successful. It has been updated to clarify that an employee may be subject to dismissal without first having been placed on a growth plan or mandatory improvement plan. It also adds a reference to the definition of inadequate performance in G.S. 115C-325(e)(3).

PROFESSIONAL EMPLOYEES: DEMOTION AND DISMISSAL

Policy Code:

7930

The board recognizes that an effective professional staff is critical to the smooth operations of the school system and to creating a learning environment where students are able to succeed. When a licensed employee is unable or unwilling to meet performance expectations, the supervisor and superintendent should consider whether dismissal or demotion is appropriate.

Evaluators of licensed employees are expected to follow policy 7810, Evaluation of Licensed Employees, policy 7820, Personnel Files, and policy 7811, Plans for Growth and Improvement of Licensed Employees. Evaluators should provide the superintendent with carefully documented evidence concerning a person's inadequacies and lack of competencies when such deficiencies have led to the recommendation and contemplation of dismissal or demotion. These documents also should show ways in which the evaluator has endeavored to help the employee become a more effective professional. In the interest of students and the welfare of the school system, dismissal or demotion may be pursued regardless of whether the evaluator has met these expectations, and regardless of whether the employee has first been placed on a growth plan or mandatory improvement plan, so long as the legal grounds for seeking dismissal or demotion can be sufficiently demonstrated.

All legally required or contractually agreed-upon procedures, including those prescribed in G.S. 115C-325, will be followed in the dismissal or demotion of employees. Career employees, probationary employees during the term of their contracts, and school administrators during the term of their contracts may be dismissed for the following reasons as outlined in G.S. 115C-325(e)(1):

1. inadequate performance, defined in accordance with G.S. 115C-325(e)(3);
2. immorality;
3. insubordination;
4. neglect of duty;
5. physical or mental incapacity;
6. habitual or excessive use of alcohol or non-medical use of a controlled substance as defined in Article 5, Chapter 90 of the General Statutes;
7. conviction of a felony or a crime involving moral turpitude;
8. advocating the overthrow of the government of the United States or of the state of North Carolina by force, violence or other unlawful means;
9. failure to fulfill the duties and responsibilities imposed upon teachers by the General

Statutes;

10. failure to comply with such reasonable requirements as the board may prescribe;
11. any cause that constitutes grounds for the revocation of a career teacher's teaching license;
12. a justifiable decrease in the number of positions due to school system reorganization or decreased enrollment provided that there is full compliance with other statutory requirements;
13. failure to maintain one's license in current status;
14. failure to repay money owed to the state in accordance with the provisions of Article 60, Chapter 143 of the General Statutes; and
15. providing false information or knowingly omitting a material fact on an application for employment or in response to a pre-employment inquiry.

Resignation by a career employee who has been recommended for dismissal under G.S. 115C-325(e)(1) is subject to the provisions of policy 7900, Resignation.

Legal References: G.S. 90 art. 5; 115C-287.1, -307, -325, -333, -333.1; 143 art. 60; 16 N.C.A.C. 6C .0502

Cross References: Professional and Staff Development (policy 1610/7800), Staff Responsibilities (policy 7300), Job Descriptions (policy 7400), Career Status (policy 7410), Evaluation of Licensed Employees (policy 7810), Plans for Growth and Improvement of Licensed Employees (policy 7811), Personnel Files (policy 7820), Resignation (policy 7900), Probationary Teachers: Nonrenewal (policy 7950)

Adopted:

Policy 7950: Probationary Teachers: Nonrenewal

As recommended to the Board Policy Committee, January 12, 2012

This policy has been updated to include a timeline in Section A for the exchange of information prior to the board's decision on renewal. Section B that relates to non-renewal of probationary teachers due to reduction in force has also been added.

PROBATIONARY TEACHERS: NONRENEWAL

Policy Code:

7950

The board, upon recommendation of the superintendent, may refuse to renew the contract of any probationary teacher or to reemploy any teacher who is not under contract for any cause it deems sufficient, so long as the cause is not arbitrary, capricious or discriminatory or for personal or political reasons. Probationary teachers during the term of their contract will be demoted or dismissed only in accordance with policy 7930, Professional Employees: Demotion and Dismissal.

A. TEACHER RIGHTS UPON NONRENEWAL

By no later than May 15, the superintendent shall provide written notice to the probationary teacher of the superintendent's intent to recommend nonrenewal and the teacher's right, within 10 days of receipt of the superintendent's recommendation, to request and receive written notice of the reasons for the superintendent's recommendation for nonrenewal and the information that the superintendent may share with the board to support the recommendation for nonrenewal. The failure to file a timely request within 10 days shall result in a waiver of the right to this information. If a teacher files a timely request, the superintendent shall provide the requested information, and the teacher shall be permitted to submit supplemental information to the superintendent and board prior to the board's decision.

A probationary teacher, whose contract is not in the final year before the probationary teacher is eligible for career status, has the right to petition the board for a hearing regarding the superintendent's recommendation for nonrenewal. The board will notify the probationary teacher of its decision whether to grant a hearing. For all proceedings initiated after August 31, 2010, teachers eligible for career status have the right to a hearing before the board if the superintendent recommends that the board not grant the teacher career status for any reason other than a reduction in force (see policy 7410, Career Status).

The board will notify the probationary teacher whose contract will not be renewed for the next school year of its decision by June 15. If, however, a teacher submitted a request for information or a hearing, the board shall provide the nonrenewal notification by July 1 or a later date upon the written consent of the superintendent and teacher.

B. NONRENEWAL DUE TO REDUCTION IN FORCE: PROBATIONARY STATUS

The provisions in this section apply to full-time permanent probationary teachers who (1) are non-renewed because of a decrease in the number of school system positions resulting from decreased funding, decreased enrollment or school system reorganization and (2) are subsequently rehired by the board within three years of their nonrenewal.

The provisions in this section also apply to full-time permanent probationary teachers

who (1) resign in good standing effective at the end of the school year after receiving documentation that their position may be eliminated because of a decrease in the number of school system positions resulting from decreased funding, decreased enrollment or school system reorganization and (2) are subsequently rehired by the board.

1. Teachers Not Eligible for Career Status at the Time of Nonrenewal

The intervening years when the teacher was not employed by the board shall not be deemed to constitute either a break in continuity of years of service or a consecutive year of service for purposes of determining eligibility for career status, provided the teacher gives notice as required in subsection B.3, below.

2. Teachers Eligible for Career Status at the Time of Nonrenewal

Teachers who have met all service requirements to be eligible for career status pursuant to policy 7410 at the time of their nonrenewal shall be eligible for a career status decision after one additional year of employment upon being rehired, provided the teacher gives notice as required in subsection B.3, below.

3. Required Notice

a. Within 60 calendar days of the teacher's first day of employment upon being rehired, the teacher must:

(1) give written notice to the assistant superintendent for human resources that the teacher's nonrenewal did not constitute a break in service because it was pursuant to policy 7920, Professional Personnel Reduction in Force; and

(2) provide information establishing to the satisfaction of the superintendent that the teacher was non-renewed because of a decrease in the number of positions triggered by decreased funding or enrollment or due to school system reorganization.

b. The superintendent or designee shall notify the teacher of the 60-day deadline using a method reasonably calculated to provide actual notice. If the superintendent or designee fails to provide notice within 30 calendar days after the teacher's first day of employment upon rehiring, the teacher's obligation to provide notice shall not commence until such time that the teacher is notified by the superintendent or designee of the 60-day deadline.

c. The superintendent is not authorized to waive the notice required from the teacher by this subsection without the prior approval of the board.

4. Superintendent's Decision and Board Review

- a. The superintendent shall issue a written decision to the teacher within a reasonable period of time upon receiving the information required by this section.
- b. Within 10 calendar days of receipt, the teacher may petition the board in writing for review of the superintendent's decision.
- c. The board will review the matter on the record and issue a written decision.

Legal References: G.S. 115C-45(c), -325

Cross References: Career Status (policy 7410), Professional Personnel Reduction in Force (policy 7920), Professional Employees: Demotion and Dismissal (policy 7930)

Adopted:

NORTH CAROLINA STATE BOARD OF EDUCATION

Resolution

WHEREAS, a substantial body of research demonstrates that high-quality pre-kindergarten programs have a long-term positive impact on learning and the development of at-risk children;

WHEREAS, at-risk children have an equal opportunity to a sound, basic education guaranteed by the North Carolina Constitution;

WHEREAS, poverty is a key indicator of being at-risk and poverty is growing in North Carolina;

WHEREAS, research validates the importance of an aligned pre-K to grade 3 learning continuum for the success of all children;

WHEREAS, the current system of state-funded pre-kindergarten is largely built upon the resources and infrastructure of public schools in North Carolina, resulting in the effective and efficient implementation of pre-kindergarten programs;

WHEREAS, the public school system in North Carolina has a long history of providing high-quality, educational pre-kindergarten programs for children in this state;

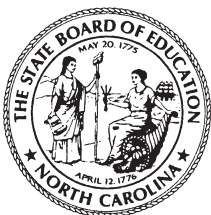
WHEREAS, North Carolina has had a successful partnership between private providers and public schools in providing pre-kindergarten programs which has led to greater capacity and quality of programs;

WHEREAS, the State Board of Education is the governing body of the free public schools for the State of North Carolina;

NOW, THEREFORE BE IT RESOLVED:

- THAT,
1. High quality pre-kindergarten should be a part of an integrated model of P-12 education in the public schools;
 2. Collaboration between public schools and private providers of pre-kindergarten should be encouraged in order to build capacity for high quality pre-kindergarten in a diverse array of settings;
 3. The eligibility criteria for determining at-risk should be defined to encompass all children who by poverty or other circumstances need access to high quality pre-kindergarten education in order to obtain a sound, basic education.

March 1, 2012



William C. Harrison

Dr. William C. Harrison, Chairman
North Carolina State Board of Education

School/Location	Date	Event	Time
AHS/PAC	Tuesday, March 06, 2012	Middle School Contest Band Concert	7:30pm
Randolph Arts Guild	Wednesday, March 07, 2012	Youth Art Month Reception	4:30pm to 6:00pm
AHS/PAC	Thursday, March 08, 2012	AHS Chorus Concert	7:30pm
PDC	Thursday, March 08, 2012	Board of Education Meeting	7:30pm
	Monday, March 12, 2012	4th grading period report cards go home	
AHS/Old Gym	Monday, March 12, 2012	Curriculum Fair for rising 9th graders	5:30 to 7:00pm
Historic Courthouse	Monday, March 12, 2012	Randolph County Commissioner Meeting (preK presentation/request)	6:00pm
PDC	Monday, March 12, 2012	FAN workshop - preparing for middle school (5th grade parents)	6:30pm
AHS/PAC	Thursday, March 15, 2012	AHS Band Concert	7:30pm
CWM	Monday, March 26, 2012	Helping Latino Families Plan and Prepare for College	6:15pm
PDC	Monday, March 26, 2012	Budget Work Session	7:00pm
CWM	Tuesday, March 27, 2012	PTO meeting and Kindergarten Performance	6:30pm
AHS/PAC	Friday, March 30, 2012	cARTwheels Performance (5 grade students)	9:30am
PDC	Tuesday, April 03, 2012	ACS Digital Learning Expo	2:00 - 6:00pm
All Elementary Schools	Tuesday, April 03, 2012	Kindergarten Orientation	7:00pm
PDC	Wednesday, April 04, 2012	Superintendent's Student Advisory Council Breakfast	7:30am
AHS/PAC	Thursday, April 05, 2012	Greensboro Symphony (4th and 5th grade students)	9:45am
CO	Monday, April 16, 2012	PTO/PTA President's Round Table	6:30pm
GBT	Wednesday, April 18, 2012	District Expert Project Fair	5:00 to 6:00pm
PDC	Thursday, April 19, 2012	Board of Education Meeting	7:30pm
1st Presbyterian Church	Friday, April 20, 2012	ACS Elementary Choral Festival Concert	7:00pm
PDC	Thursday, April 26, 2012	Budget Work Session	7:00pm
AHS/PAC	Thursday, April 26, 2012	Park Street Players present "The Secret Garden"	7:30pm
AHS/PAC	Friday, April 27, 2012	Park Street Players present "The Secret Garden"	7:30pm
Sunset Theatre	Saturday, April 28, 2012	Asheboro Alive & Well Student Video presentations	TBA
AHS/PAC	Saturday, April 28, 2012	Park Street Players present "The Secret Garden"	7:30pm
DLL	Sunday, April 29, 2012	Donna Lee Loflin 75th Anniversary Celebration	2:00 to 5:00pm

AHS/PAC	Sunday, April 29, 2012	Park Street Players present "The Secret Garden"	2:30pm
LP	Thursday, May 03, 2012	PTO meeting and Kindergarten Performance	5:30 to 7:00pm
	May 6 -12, 2012	Teacher Appreciation Week	
AHS/PAC	Monday, May 07, 2012	AHS Percussion Concert	7:30pm
AHS/PAC	Tuesday, May 08, 2012	Middle School Band Concert	7:30pm
PDC	Thursday, May 10, 2012	Board of Education Meeting	7:30pm
AHS/PAC	Thursday, May 10, 2012	AHS Chamber Music Night	7:30pm
AHS/PAC	Tuesday, May 15, 2012	AHS Jazz Band Concert	7:30pm
AHS/PAC	Thursday, May 17, 2012	AHS Chorus Concert	7:30pm
Greensboro Marriot	Saturday, May 19, 2012	AHS Prom	8:00pm
Pinewood	Wednesday, May 23, 2012	Teacher of the Year Banquet	6:30pm
AHS/PAC	Thursday, May 24, 2012	AHS Band Concert	7:30pm
AHS/PAC	Wednesday, May 30, 2012	Senior Scholarship Night	7:00pm
AHS	Thursday, May 31, 2012	Senior Project Night	6:00pm



Points of Pride

March 8, 2012



Student Achievements:

- District Science Fair winners
- District Spelling Bee winner, Kailey Phelps
- All Region Jazz Band (3 AHS students selected)
- UNC-G All Carolina Band (4 AHS students selected)
- All County Jazz Band (7 AHS students selected)
- Sportsmanship Award, NAMS

Staff Recognitions:

- SAMS earned PBIS Recognition from the Exceptional Children Division of DPI
- Bus Driver Appreciation Luncheon

Parent Involvement:

- FAN workshop for rising 9th grade parents
- Lunch of Love, Lindley Park
- Standards Based Grading presentation for parents, NAMS

Events bringing community into our schools:

- AHS Hosted All-County Band
- District Science Fair
- District Spelling Bee
- Career Day at McCrary
- NC Craft Exhibit at Loflin

Asheboro City Schools Strategic Plan Milestones

2011-2012

March Update

GOAL 1: Asheboro City Schools will produce globally competitive students.

1. Every student graduates college and career ready.

- Graduation rate for 5-year cohort at 82% or better.
- 75% or more of students demonstrate proficiency on Algebra I and Biology EOC exams.

2. Every student uses technology to access and demonstrate new knowledge and skills.

- Implement “Technology in Learning Fair” to showcase student and faculty projects.
Over 40 student projects have been submitted for our first Digital Learning Expo. Please mark your calendars for April 3, 2:00-6:30pm, at the PDC.

3. Expand opportunities for and increase student access to small learning communities.

- Prepare for implementation of Health Sciences Small Learning Community in partnership with Randolph Community College.

4. Increase the number of students reading on grade level by Grade 3 to 64%.

I am very pleased with the work at all levels on improving literacy across the curriculum, and am especially proud of our teachers! Jennifer Smith and I visited all school leadership teams in February to hear an update on their school’s continuous improvement plan and their progress in implementing the three literacy focus areas: (1) discussions around grade level text, (2) summarizing what has been read, and (3) writing opinion or argumentative papers that cite evidence. One bright spot was when a teacher noted that “the school improvement plan actually makes sense this year . . . we are carrying out the plan and monitoring our progress along the way.”

5. All students in grades 3-8 demonstrate yearly academic growth in reading and mathematics.

- Use DPI individual growth model to determine percent of students demonstrating academic growth in reading and mathematics in grades 3-8.
- Implement CASE21 benchmark assessments.

6. Implement innovative after school enrichment and intervention programs.

- Continue before and after school enrichment programs.

The Golden Leaf STEM Stars project includes an after school enrichment component for 6th graders. Teachers leading this work note that they literally have to usher the students out the

door at 5:30 because they are so engaged in their work. This week we met with our community partners/advisory committee to update them on our progress and brainstorm further ways we can partner with the community and local business/industry in STEM areas. They were very supportive and offered many excellent suggestions.

7. Establish a rigorous and relevant CTE program.

- Implement CTE strategic plan.

GOAL 2: Asheboro City Schools will be led by 21st century professionals.

1. Every teacher and administrator will have the skills to deliver 21st century content in a 21st century context with 21st century tools and technology that guarantee student learning.

- Professional development focus areas: Literacy across the curriculum; Common Core state standards

Today (Friday, March 2) is the second district-wide professional development day this year focused on the common core and literacy across the curriculum. All teachers are involved in this professional development. The shining stars in this are our teacher leaders who are organizing, leading, and facilitating the sessions. The feedback has been very positive and informative as we build from one session to the next. All North Carolina schools are expected to implement the new common core standards in mathematics and English Language Arts, as well as the NC essential standards in all other subjects, in 2012-13.

2. Every teacher and administrator will use a 21st century assessment system to guide instruction and measure 21st century knowledge, skills, performance, and dispositions.

- Continue to use and refine formative assessments (NC FALCON), including performance assessments.
- Encourage student-led conferences.
- Implement and refine RTI (Response to Instruction) in grades 6-12.
- Continue to develop and expand standards-based grading practices.

3. Build leadership skills and capacity among all teachers and administrators, improve professional practice, and develop a culture of shared accountability and responsibility for the success of the district.

- Continue Teacher Leadership Academy for cohort #2.

- Implement new teacher evaluation system with appropriate refinements and state requirements.
- Teachers will participate, plan, and lead professional learning communities (collaborative conversations).

GOAL 3: Asheboro City Schools will provide a safe and nurturing learning environment.

1. Every learning environment will be safe, inviting, respectful, supportive, inclusive, and flexible for student success.

- All schools will complete Level 2 Positive Behavior Support Training and score > 80 on the school inventory.

2. Every school provides an environment in which each child has positive, nurturing relationships with caring adults.

- Pursue GEAR UP grant.
- Every student has a caring adult among the staff and every student's passion is known by the caring adult.

3. Every school promotes a healthy, active lifestyle where students are encouraged to make responsible choices.

- Each school certified by Healthier U.S. School Challenge at Bronze, Silver, or Gold level.

This week we were excited that McCrary School was honored with our first Healthier US School Challenge Award at the bronze level! They are one of only 3% of schools nationwide to have earned this designation. McCrary has led the way, and we want to follow their success with certifications at our other 7 schools.

4. Every school focuses on developing strong student character, personal responsibility, and community/world involvement.

- Each school conducts at least one service and/or academic project with community or global connections.

GOAL 4: Asheboro City Schools will collaborate with parents, community, and higher education partners to promote student success.

1. Provide web based parent portal to access grades, attendance, and other student data.

- Implement parent portal.

2. Increase communication and outreach to parents.

- Expand use of social media to school sites.
- Increase number of home visits.

3. Collaborate with community colleges and public and private universities and colleges to provide enhanced educational opportunities for students and staff.

- Continue partnership with High Point University for Masters in School Administration cohort.
- Continue partnerships with UNCG, including new Core Math project with McCrary School.
- Continue and expand RCC partnerships for Huskins, College Transfer, and Learn and Earn courses for AHS students.
- Collaborate with new STEM partners to enhance teacher and administrator capacity to prepare students for STEM careers (e.g., Golden Leaf Foundation project “STEM Stars” and new TAP grant with Jeane Joyner).

4. Expand parent education opportunities through Family Alliance Network (FAN).

- Encourage expansion of wireless access in Asheboro.
- Hold at least 3 community FAN workshops.

GOAL 5: Asheboro City Schools facilities will be a point of pride.

1. Implement long range facilities plan.

- Continue to implement long range facility plans as funds permit.

We are on the agenda for the County Commissioners’ meeting on Monday, March 12, to propose our ECDC project for funding. Personal meetings with each commissioner have been encouraging.